

**NAME** Sylvia P. Skratek

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**Present Occupation:** Labor Arbitrator and Mediator

**First Business Address:** 3028 Western Avenue  
Suite 405  
Seattle, WA 98121

**Second Business Address:** 1811 Golf Club Drive  
Delta, BC V4M 4E3

**PROFESSIONAL AFFILIATIONS:** National Academy of Arbitrators; Arbitrators Association of British Columbia; Vice President, Mediation Research and Education Project, Chicago

**EDUCATION:**

**SCHOOL      DEGREE      YEAR**

University of Michigan Ph.D. 1985, emphasis: Labor Relations; Conflict Resolution

Western Michigan University M.S. 1975;

Wayne State University, B.S. 1971

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

National Grievance Mediation Panel, MREP, Inc., Chicago, Illinois

Arbitration Panel Member: FMCS; AAA; Washington PERC; Oregon ERB; Montana ERB; National Mediation Board

Mediation Panel Member: United Airlines and Association of Flight Attendants, AFL-CIO; Southern California Gas Company and Utility Workers Union of America and International Chemical Workers Union, AFL-CIO; Mesaba Airlines and Air Line Pilots Association

Permanent Arbitration Panel Member: State of Oregon and SEIU Local 503 OPEU; State of Alaska and Alaska State Employees Association; NATCA and FAA, Alaska Region and Northwest Mountain Region; Hawaiian Airlines and AFA; Kaiser Permanente and Oregon Nurses Association; Southwestern Bell Telephone and CWA; QWEST and CWA; Northwest Airlines and AFA

Facilitator, Joint Labor Management Committees: American Airlines and Association of Professional Flight Attendants, 1995-1998; Southern California Gas Company and Utility Workers Union of America and International Chemical Workers Union, AFL-CIO, 1997-98; King County (Washington) Joint Labor Management Committee, 1995

Regional Election Officer, Laborers International Union of North America, 2001,1996

President, *Resolutions International*, Seattle, Portland, and Chicago, 1991-1996

Partner, Northwest Center for Conciliation, Lake Oswego, Oregon, 1986-1991

Professor (adjunct) University of Washington, Central and Eastern Washington Universities, Antioch University, 1986-1995

Contract Administrator, Washington Education Association, Federal Way, 1981-88

Executive Director, Wayne County Michigan Education Association, 1979-1981

Contract Specialist, Jackson County Education Association, Michigan, 1972-1979

**INDUSTRIES:** Education; health care; public safety; government; public works; pulp and paper; transportation; communications; airlines; aluminum; broadcasting; chemicals; construction; office workers/clerical; prison guard; trucking and storage; utilities; etc.

**ISSUES:** Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Contract Terms, Overtime, Past Practices, Rates Of Pay, RIF, Call-In, Callback Pay, Safety, Scheduling Of Work, Seniority, Union Business, Vacations And Vacation Pay, Work Performance, AWOL< COLA, Contracting Out, Guaranteed Work Week, Insubordination, Leave Of Absence, Fringe Benefits, Performance Appraisal, Promotions, Reassignment, Shift Hours, Hours Of Work, Sick Leave, Wages, Work Week Change, Sexual Harassment, Grievance Mediation

**PERMANENT PANELS:** State of Oregon and SEIU Local 503 OPEU; State of Alaska and Alaska State Employees Association; NATCA and FAA, Alaska Region and Northwest Mountain Region; Hawaiian Airlines and AFA; Kaiser Permanente and Oregon Nurses Association; Southwestern Bell Telephone and CWA; QWEST and CWA; Northwest Airlines and AFA

**ARBITRATION ROSTERS:** FMCS; AAA; Washington PERC; Oregon ERB; Montana ERB; National Mediation Board

**PUBLISHED CASES:** 107 LA 1119; 113 LA 374; 110 LA 753; 117 LA 1231

## **SIGNIFICANT PUBLICATIONS:**

### ***RECENT PUBLICATIONS***

*Collective Bargaining, Public Education and Public Policy in the state of Washington:  
Where have we been and where are we going?* University of Oregon, LERC Monograph, Spring, 2001.

*Conflictive Partnerships under Collective Bargaining: A Neutral's Perspective in Workplace Dispute Resolution, Directions for the 21st Century*, Fall, 1997, MSU Press, E. Lansing, Michigan, Sandy Gleason, editor.

**FEES:** Per diem Arbitration Fee:

\$950 per day, or part thereof

Per diem Mediation Fee:

\$1050 per day, or part thereof

Travel: En route and relative to dispute resolution activities only, at \$30 per hour, not to exceed \$240 in any 24 hour period.

**CANCELLATION FEE:** One-half day fee (per scheduled hearing date) will be charged when cancellation is received after the scheduling of hearing date(s) and prior to 30 days of the scheduled session.

One day fee (per scheduled hearing date) will be charged when cancellation is received within 30 days of the scheduled session.